

LANGLEY FEDERAL WOMEN'S PROGRAM COMMITTEE

WORK IMPLEMENTATION PLAN

FY 1999 - FY 2000

Vision Statement: An organizational climate that recognizes and promotes women's value to the success of the mission of Langley Research Center.

Mission Statement: To enhance the employment and advancement opportunities at NASA Langley; to improve the quality of life at NASA Langley; and to educate women on all issues which affect them in the work place.

Goal #1: Data Analysis and Objectives

- To monitor the progress of women in the workforce and ensure that all women (minority, non-minority, and disabled) are integrated into all organizational units, occupational groups, and grade levels.

Strategies:

- Analyze, evaluate, and monitor the female workforce to identify critical areas and representation issues to be addressed.

Affirmative Action

Conduct comparative analysis of installation workforce with Civilian Labor Force 1990 census data.

Responsible Official

Statistics Subcom.

Start Date

March

Develop applicable workforce profiles and issues

Statistics Subcom.

March

LANGLEY FEDERAL WOMEN'S PROGRAM COMMITTEE

WORK IMPLEMENTATION PLAN

FY 1999 - FY 2000

Goal #2: Career Advancement and Managerial Development

- To assist women in identifying and achieving their career goals.
- To ensure the development of programs to foster the advancement of women in leadership roles at NASA Langley Research Center.

Strategies:

- Develop programs to assist women in achieving their career goals.
- Develop programs to address the "glass ceilings" at NASA.

Affirmative Action

Develop and sponsor Women's History Month program
Which features women from all occupations and grade level.

Responsible Official

WHM Subcommittee

Start Date

February

Develop and sponsor Professional Development for
Women Programs targeting the various skill codes
(secretaries, admin professionals, technicians, and
scientists/engineers)

Training Subcommittee

February

Develop and sponsor informational Brown-bag Lunch
Seminars (i.e. SES, Fellowship, Chamber of Commerce
Leadership Program, IAAP, etc.,)

Training Subcommittee

May

LANGLEY FEDERAL WOMEN'S PROGRAM COMMITTEE

WORK IMPLEMENTATION PLAN

FY 1999 - FY 2000

Goal #3: Cultural Awareness

- To foster an organizational climate based on mutual respect in which employee diversity is a valued catalyst for creativity and productivity.

Strategies:

- Promote a work environment that is culturally literate and informed.

Affirmative Action

Responsible Official

Start Date

Ensure a diverse pool of candidate in all FWPC interventionsFWPC

Each intervention

LANGLEY FEDERAL WOMEN'S PROGRAM COMMITTEE

WORK IMPLEMENTATION PLAN

FY 1999 - FY 2000

Goal #4: Recruitment and Outreach

- To expand the pool of women in science and engineering fields and to increase the representation of girls in science and engineering positions at NASA.
- To create networks with women in academic, private industry, national women's organizations, and the community in order to promote interest in NASA programs among women.

Strategies:

- Expose grades K-12 to applicable FWP functions to motivate them to seek careers in math, science, and other government opportunities.
- Co-sponsor programs with national women's organizations.

<u>Affirmative Action</u>	<u>Responsible Official</u>	<u>Start Date</u>
Participate in the Women on the Web	Women on the Web Subcommittee	October
Participate in the "Take Our Daughters to Work Program" and solicit national women organizations to co-sponsor	TODTWD Subcommittee	February
Invite different schools for sponsored tours and special seminars	FWPC	October